DEPUTY DIRECTOR - INVESTMENT AND VALUE ADDITION
COTTON AND TEXTILES DEVELOPMENT PROGRAMME
AUGUST 2020

GATSBY AFRICA

OXFORD HR
SEARCH FOR A BETTER WORLD
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In 1967 David Sainsbury wrote out a cheque for five pounds to establish the Gatsby Charitable Foundation. Lord Sainsbury has since given Gatsby more than £1 billion to distribute to charitable causes in fields he is passionate about, including neuroscience, plant science and public policy. More information can be found at www.gatsby.org.uk.

Gatsby Africa is the charitable company set-up to implement the foundation’s programmes in Africa. Our 120+ staff work from offices in Dar es Salaam, Mwanza, Iringa, Nairobi and London.
GATSBY’S WORK IN AFRICA

Gatsby has worked to create jobs, raise incomes and build opportunities for people in Africa since 1985.

We are currently focused on East Africa, where economies have enjoyed high growth for more than a decade, but where the benefits of that growth have not been shared widely. With millions of young people joining the labour market each year and climate change adding further pressures, East Africa urgently needs economic transformation – growth with depth that will radically change economies, rapidly create jobs and offer large numbers of people pathways out of poverty.

We aim to support this by demonstrating how high-potential sectors - such as commercial forestry in Tanzania - can be transformed to benefit more people for the long-term. We fund and implement programmes that look to catalyse and influence large-scale and lasting change in priority sectors. We build and support local organisations dedicated to sector transformation. We also share what we are learning with others - such as governments and donors - who share our goals.

Our programmes include:
- **Tanzanian Cotton & Textiles**: Rapidly creating tens of thousands of decent textiles jobs while ensuring more than 500,000 cotton farmers can access the quality inputs and training they need to improve agronomy, increase yields and raise quality.
- **Tanzanian Forestry**: Building a vibrant commercial forestry sector that underpins downstream wood and energy industries and delivers widespread economic, social and environmental benefits to Tanzanian citizens.
- **Kenyan Forestry**: Introducing innovative technologies and models to transform Kenya’s commercial forestry sector, protect the environment and benefit millions of Kenyan citizens.
- **Tanzanian Tea**: Triggering domestic and foreign investment by building partnerships and demonstrating innovative models that boost the profits of farmers and factories and see benefits shared more equitably.
- **Rwandan Tea**: Trialling new ownership structures and methods of supporting farmers to allow the sector to fulfil its world-class potential, while ensuring smallholders benefit from its growth.

We have also developed and continue to support two independent organisations dedicated to sector transformation in the region, and governed, managed and staffed by East Africans: Kenya Markets Trust (which runs programmes in three key Kenyan sectors), and the regional industry development organisation Msingi, which works in aquaculture and textiles & apparel.
THE COTTON AND TEXTILES SECTOR DEVELOPMENT PROGRAMME (CTDP)

Our Cotton & Textiles Development Programme (CTDP) works closely with the Tanzania Cotton Board, the Ministry of Industry & Trade and other partners to reform sector governance and secure sustainable funding of crucial services. Our aim is that farmers can access the quality inputs and training they need to improve agronomy, increase yields, raise quality and boost incomes, while sector stakeholders add value to cotton, create jobs and generate government revenue.

In cotton, the programme aims to triple the incomes of up to 500,000 cotton farmers, increase employment within the sector, and secure greater profitability for cotton ginners, leading to a substantial increase in cotton lint production with greater domestic value addition and higher exports.

In textiles and apparel, the aim is to achieve this by developing the right infrastructure, business environment and local skills to increase foreign and domestic investment along the value chain. This includes supporting existing local textiles and apparel businesses, including SMEs, to improve skills, productivity, and competitiveness.

CTDP operates in the following six key areas:

1. Support to the Simiyu Cotton Transformation strategy; including capacity building of committee, technical & financial support to creating a farmer service platform, plus support to one of the ginners, which should lead to the government committing to rolling out farmer service platforms and working with ginners and other finance providers to drive investment in cotton productivity;
2. Support the development of private sector supply chains and service sectors for farmers (including a village-based agro-dealer network and professionalisation of commercial agro-chemical supply and spray service provision);
3. Support immediate activities to protect progress to date on pipeline and distribution of improved seed, plus the design and adoption of long-term sustainable seed system strategy;
4. Enhance sector coordination and good sector governance by presenting evidence to government and private-public platforms why to prioritize cotton & textiles/apparel, by enabling effective dialogue on resource allocations, and by supporting the review and formulation of appropriate development frameworks;
5. Increase investment by promoting investment generation with blueprints, convening key stakeholders and building business cases for new investments, including via the identification of serviced land;
6. Co-fund and promote advanced skills development for productivity improvement in the textiles and apparel sectors.
THE ROLE

The Deputy Director - Investment and Value Addition will play several crucial roles. The overarching objective will be to lead on the design and implementation of CTDP’s strategy and interventions relating to serviced land, investment and value addition opportunities in Tanzania, and to develop trusted relationships with key senior stakeholders relevant to these areas of work, including from the public sector (Ministry of Industry and Trade, PMO – Investment, EPZA, TIC, Ministry of Finance) as well as stakeholders from the private sector.

An important part of the role will be to provide oversight, leadership and coaching to CTDP’s team working on investment and value addition.

The role will contribute to the strategic vision and direction, programme implementation and risk management of CTDP in line with GA frameworks and policies.

The Deputy Director will provide support to the Programme Director in setting the tone, image and management and leadership culture of the CTDP in line with GA values and leadership principles. S/he will also support in preparing for Quarterly and Annual Reviews and preparation of necessary reporting materials. On occasions s/he will represent CTDP and its overall agenda in meetings and fora. The DDIVA role will be MEL role will be based in Dar es Salaam or Mwanza and involve periodic travel, mainly within Tanzania.

Gatsby Africa has a long-term outlook and flexible approach. This gives our staff huge scope for innovation, creativity and the use of a range of different partnerships, financial tools and intervention strategies. For a high-calibre person, this should be an exciting and rewarding position, with the opportunity to develop new thinking and make a real impact.

TERMS AND REMUNERATION

Indicative salary will be between Tsh 180,000,000 – 200,000,000 for this role.

Candidates must be Tanzanian nationals.
JOB DESCRIPTION

Job Title: Deputy Director - Investment and Value Addition
Reports to: Programme Director - Cotton and Textiles Development Programme
Direct Reports: Manager - Investment and Value Addition; Programme Officer - Investment
Location: Dar es Salaam with periodic travel mainly within Tanzania
KEY ROLE RESPONSIBILITIES

AS DEPUTY DIRECTOR:

• To lead on the design and implementation of CTDP’s strategy and interventions relating to serviced land, investment and value addition opportunities in Tanzania, bringing a deep understanding of the investment process and of competitiveness to ensure CTDP’s activities are aligned to needs and to best practice.

• To develop trusted relationships with key senior stakeholders relevant to these areas of work, including from the public sector: Ministry of Industry and Trade, PMO – Investment, EPZA, TIC, Ministry of Finance; as well as stakeholders from the private sector including developers, equity and debt investors, development finance institutions, and manufacturers.

• To provide oversight, leadership and coaching to CTDP’s team working on investment and value addition.

• To lead and coordinate the learning agenda around CTDP’s work on investment and value addition, drawing out lessons that are relevant for our teams, our partners, GA’s network (particularly Msingi’s textiles programme) and other organisations.

THIS WILL INCLUDE INTER ALIA:

• Lead an exercise to consider the constraints to investment and value addition, in order to assess the most promising opportunities for change, drawing on technical knowledge and understanding of the nature of textiles and apparel investment.

• To use the assessment of opportunities to identify strategic interventions for CTDP, building on the existing work of the Textiles Development Unit, including their assessment of available land suitable for textiles and apparel zones or investments, and their efforts to support the Government to develop a dedicated SEZ in Kibaha – drawing out key lessons from this work.

• To oversee the development of targeted interventions, e.g. in the areas of investment promotion/facilitation and local industry development/value addition.

• To oversee the management of existing interventions to support skills building for the textile and apparel industries.

• To lead the monitoring, evaluation and learning efforts for these areas of work, seeking to identify strategic learning questions and regularly reflect, together with the team, on progress, challenges and what CTDP could do to better achieve its aims.

• To provide line management oversight, direction and supervision to the team including:
  • Management of their performance and that of their subordinates
  • Collation, scrutiny of work plans and associated budgets
  • Collation, scrutiny and quality assurance of all reports
  • Coordination of the collection of relevant evidence and data to ensure effective performance management
  • Coaching, mentoring and support their professional development
  • Create a vibrant and purposeful working environment for the team

AS A MEMBER OF THE CTDP SENIOR MANAGEMENT TEAM:

• To provide support to the Programme Director in setting the tone, image and management and leadership culture of CTDP in line with GA values and leadership principles.

• To contribute to the strategic vision and direction, programme implementation and risk management of CTDP in line with GA frameworks and policies.

• On occasions to represent CTDP and its overall agenda in meetings and fora.

• Support the Programme Director to prepare for Quarterly and Annual Reviews and preparation of necessary reporting materials.

• Any other reasonable duties assigned.
PERSON SPECIFICATION

QUALIFICATIONS
• Higher education qualification at Bachelor’s Degree level or above

SKILLS
• Strong technical understanding of the investment process for private and public investors as well as a deep understanding of the investor landscape.
• The ability to build trusted senior business and public sector relationships with the personal credibility and skills to influence change.
• A strong commitment to and demonstrated understanding of market systems development solutions.
• The ability to provide the necessary reasoned analysis and development of strategy.
• Strong analytical skills and the ability to design and pilot market interventions.
• An in-depth understanding of the cotton and textiles value chain and the different types and scales of processing at all stages.
• Excellent work planning and communication skills.
• Fluency in English (written and spoken) is essential with knowledge of Swahili an advantage.
• At least intermediate skills in Microsoft Word and Excel.
• A passion for improving livelihoods and be extremely results-oriented towards that goal.
• Commitment to a high standard of professional performance and integrity.
• Initiative and the ability to work independently, taking a high degree of personal responsibility for results.
• A private sector outlook on development and be enthusiastic about promoting private sector investment to drive change.
• Strong intellectual curiosity.

EXPERIENCE
• 10 years’ relevant post-graduate experience – a significant part of which should have been in the private sector and in facilitating or making investments.
• Some experience of working in international development, ideally in Africa.
• Extensive experience of developing analytical solutions to strategic problems, in either a public or private sector context.
• Experience of working with senior management and engagement with the private sector.
• Experience in the establishment or development of commercial entities serving smallholder farmer customers would be a significant bonus.
• Experience in managing the performance of individuals and teams, including coaching and mentoring subordinates.
OUR VALUES

Gatsby Africa has developed a set of core values that will be used to assess a candidate’s fit with the organisation and provide the basis for the culture that we aspire to use in our operations. Our staff are:

- **Ambitious** – We are motivated by impact and by fulfilling our potential.
- **Collaborative** – We are stronger together and achieve most when we empower others to succeed.
- **Dynamic** – We rapidly adapt to new challenges, opportunities and learning.
- **Thoughtful** – We thrive on new ideas, innovation and evidence.
- **Honest** – We are honest with ourselves and others, and this helps us to learn and improve.
- **Caring** – We put people first and we look out for each other.

Gatsby Africa is an equal opportunity employer.
HOW TO APPLY

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button in the job page and complete our online application form.

Before applying, please check that you can answer yes to all the following questions:

- Are you a Tanzanian national with the legal right to live and work in Tanzania?
- Do you have a passion for improving livelihoods and are you results-oriented towards that goal?
- Do you have experience working within the textiles/apparel sector?
- Do you have demonstrable technical understanding of the investment process for private and public investors and an understanding of the investor landscape?

If you cannot answer yes to these questions, please do not apply, as we will be unable to progress your application.

If you can answer yes to all the above questions, then please go to https://oxfordhr.co.uk/candidates/all-roles to apply.

There you will need to complete a short application form and submit an up-to-date curriculum vitae/resume (of no more than 2-3 pages) in MS Word, and a supporting statement. Please provide a CV and statement in ONE single document, which should be prepared before applying as they will be requested in the application process. The document should be saved in MS Word in the following format: Your First Name-Your Last Name-Document Name-Date (yymm) e.g: Doreen-Muketha-CV and Statement-2008

The statement should be no more than 2 pages long – bullet points are acceptable. It should explain:

- why you are interested in this role
- why you are interested in Gatsby Africa
- how your skills and experience make you a good fit.

Please relate your skills and experience to the person specification in this candidate pack, using bullet points if appropriate.

For guidance on preparing a statement, please see https://www.linkedin.com/pulse/how-craft-winning-statement-karen-twining-fooks/.

TIMELINE

Closing date for applications: 30th August 2020
1st round Skype interviews: 17-18th September 2020
Final client interviews: 5-6th October 2020

SELECTION PROCESS

All candidates will receive feedback. We advise candidates to add the role email to their safe senders list and regularly check their spam folder. Shortlisted candidates may be required to undertake additional assessments and tasks prior to the final interview.

This post is open to Tanzanian nationals.

DIVERSITY AND INCLUSION

Diversity, equality, and inclusion are central to Gatsby Africa. We are committed to treating all employees and job applicants fairly, equally, and no less favourably than anyone else. We recognise, respect and value diversity and the benefits that difference can bring to our organisation.

SAFEGUARDING

We are committed to protecting children and vulnerable adults from any harm when engaging with Gatsby Africa or its partners, and we expect all our staff to abide by our safeguarding policy.

COVID-19

Gatsby Africa is working to help people, governments, and companies to tackle the huge challenges caused by the COVID-19 crisis in the sectors they support. The environment is uncertain and fast-moving – requiring a dynamic and flexible approach informed by solid evidence and up-to-date intelligence. Gatsby Africa is continually gathering information and talking to partners to help stakeholders coordinate and ensure sectors are in the best possible position to mitigate the impact, survive the crisis and thrive in the future.

QUERIES

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email Suzie Li and Gloria Kamau at GatsbyTanzania@oxfordhr.co.uk in the first instance.
ABOUT OXFORD HR

Oxford HR is a boutique global search firm working with social impact organisations, to find and develop their leaders. Based in Oxford, London and Amsterdam we work with Associates in Europe, MENA, Asia and Africa providing bespoke executive search for complex organisations working in often challenging environments.

We carry out retained executive search mandates at board and senior management levels, and also offer human resource and organisational development consultancy. Oxford HR has many years of experience in search as well as an extensive network of international development, social sector, corporate, public sector and academic contacts from across the world.

Oxford HR’s team members have significant personal experience of working in international development and the social sector as well as the corporate and governmental sectors. We are in a unique position to find and assess talented individuals from a variety of backgrounds. Please contact us if you need help in filling any senior, specialist or hard-to fill posts.